

Des Moines

Central Iowa Public Empl. Council

7/1/2006 6/30/2009

DES MOINES | CENTRAL IOWA
PUBLIC EMPL. COUNCIL

06-09

Agreement

Between The

City of Des Moines, Iowa

and

Central Iowa Public Employees Council

July 1, 2006
through
June 30, 2009

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CIPEC, Business Manager
265-6131

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Preamble

This agreement entered into by the City of Des Moines, Iowa hereinafter referred to as the "City" and the Central Iowa Public Employees Council, hereinafter referred to as the "Union" has as its purpose the promotion of harmonious and cooperative relations between the City and the Union.

Article I

Recognition

Pursuant to and in accordance with all applicable provisions of the "Public Employment Relations Act" of the State of Iowa, hereinafter referred to as the "Act" and in recognition of the Public Employment Relations Board's certification of said Central Iowa Public Employees Council, the City does hereby recognize the Union during the term of this Agreement for all employees of the City included in the "Unit Classifications and Salary Range Assignments" as listed in Appendix "A" of this Agreement, for the purpose of representing such employees on matters of wages, hours, and working conditions as provided in Section 9 of the Act.

Article II

Non-Discrimination

In accordance with the City of Des Moines Equal Opportunity Policy Statement and applicable state and federal laws, the Union and the City agree not to discriminate against any employee on the basis of race, ethnicity, color, age, religion, sex, national origin, and physical and mental disability.

Disputes concerning this Article shall not be processed through the Grievance Procedure in this Agreement, but shall be resolved through other appropriate procedures such as the City's Internal Complaint Procedure, the Des Moines Human Rights Commission or the Iowa Civil Rights Commission.

Article III

Union-Management Relations

All formal negotiations or bargaining with respect to the terms and conditions of this Agreement shall be conducted by authorized representatives of the Union and such authorized representatives of the City.

Agreements reached as a result of such negotiations shall become effective only when signed by authorized representatives of the parties.

Article IV

Management Rights

Except as specifically modified by this Agreement, the employer shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and right to:

- (1) Direct the work of its employees.
- (2) Hire, promote, demote, transfer, assign and retain employees in positions within the agency.
- (3) Suspend or discharge employees for proper cause.
- (4) Maintain the efficiency of governmental operations.
- (5) Relieve employees from duty because of lack of work or other legitimate reasons.
- (6) Determine and implement methods, means, assignments and personnel by which City operations are to be conducted.
- (7) Take such actions as may be necessary to carry out the mission of the City government.
- (8) Initiate, prepare, certify and administer its budget.

- (9) Exercise all powers and duties granted to the City by law.

Article V

Department Procedures and Rules

The City may from time to time adopt and publish changes in existing departmental procedures and rules. Such changes shall become effective only after they have been prominently posted on appropriate employer bulletin boards for a period of ten (10) work days. All employees shall comply with the work rules. Any unresolved complaint as to the reasonableness of new or existing work rules, or any complaint involving discrimination in the application of such rules shall be resolved through the Grievance Procedure.

Article VI

Hours of Work

Section A. Work Week

1. Non-Shift Employees

The work week for all non-shift employees shall consist of five (5) consecutive days, Monday through Friday, each including eight (8) hours of work.

Straight time pay shall be paid for the first eight (8) hours worked in any continuous twenty-four (24) hour period beginning with the assigned starting time. See Appendix "F" for clarification.

2. Shift Employees

Employees considered shift employees as defined in Appendix "E" may be required to work an alternate work week consisting of five (5) consecutive days, each including eight (8) of work, which may include Saturday and/or Sunday.

Straight time pay shall be paid for the first eight (8) hours worked in any continuous twenty-four (24) hour period beginning with the assigned starting time. See Appendix "F" for clarification.

Section B. Lunch Period

All employees shall be allowed a lunch period which shall be scheduled generally in the middle of the work shift. Lunch period shall be scheduled as to time and duration in accordance with the prevailing departmental rules and regulations. However, a lunch period shall not be less than thirty (30) minutes nor more than one (1) hour.

Section C. Rest Breaks

All employees shall be entitled to one (1) fifteen (15) minute rest break during the first four (4) hours of their work schedule and one (1) fifteen (15) minute rest break during the following four (4) hours of their work schedule.

Employees required to work 10 hours or more in one day shall receive an additional fifteen (15) minute rest break between the 8th and 9th hour.

Article VII

Overtime

Section A. Definition

Overtime is all time properly authorized and worked in units of one-quarter hour or more which is in excess of the regularly scheduled hours of work, as described below, for an employee.

Section B. Procedure

All overtime work shall be held to a minimum consistent with efficient operation and provision of essential services. However, when overtime work is required, each employee is expected to accept and work such assignments.

Permanent employees shall normally be given preference in overtime assignments. In all cases, however, overtime assignments

will be made in such a way that the functions of the City service will be most effectively completed. All compensable overtime must be performed at the direction of the department director or his/her authorized representative. Overtime credit may not be accrued without such authorization.

For the purpose of computing overtime, vacation, holiday, sick and injury leave, and earned compensatory time off shall be considered the same as time worked, unless, the overtime work is done for the convenience of and at the request of the employee, in which case, the overtime shall be straight-time rate.

The times when compensatory time off may be taken shall be at the discretion of the department director, although the employee's desires shall be given consideration whenever possible. When compensatory time off is ordered by the department director or requested by the employee, reasonable advance notice shall normally be provided.

Section C. Compensation

Overtime work shall be compensated for in the following manner:

- (1) Non-shift employees who work forty (40) hours per week shall receive compensatory time off at time and one-half for work performed in excess of their regular work schedule, eight (8) hours per day or forty (40) hours per week, unless the City Manager, in advance of the performance of such work has approved cash payment therefore at the rate of time and one-half. See Appendix "F" for clarification.
- (2) Shift employees who work an average forty (40) or forty-two (42) hour week shall be compensated at the discretion of the department director either by compensatory time at time and one-half for or by cash payment at the rate of time and one-half for work performed in excess of their first eight (8) hours per day and outside their regular work schedule.
- (3) Non-shift employees who are required to work on a Sunday shall be compensated at double-time for the hours actually worked.

Shift employees who work the second day of their scheduled two days off, shall be eligible for double time for the hours actually worked.

- (4) Accumulation of compensatory time credits shall be reviewed as of January 1, and July 1. Compensatory time earned during the period January 1 to July 1, and not taken off by the following January 1, shall be paid in cash at overtime rates. Compensatory time earned during the period July 1 to January 1, and not taken off by the following July, shall be paid in cash at overtime rates. These provisions shall prevail, except, in those situations where an employee requests compensatory time off beyond the deadlines established above and the request is approved by the department director.

Article VIII

Settlement of Disputes

The parties agree to act in good faith to resolve any grievance presented by an employee. Such grievances must be presented at the first (1st) step of the procedure within five (5) working days of the incident giving rise to the complaint or the date upon which the employee can reasonably be expected to have become aware of the incident.

Section A. Procedure

- Step I. The employee having a specific grievance shall take it first to the immediate supervisor. Such supervisor must respond within three (3) working days.
- Step II. If the matter has not been resolved the employee shall then, within five (5) working days of the receipt of the Step I answer, present the written grievance(s) to the division head, who shall respond in writing within seven (7) work days.

Step III. If the matter has not been resolved, the employee shall then, within seven (7) work days of receipt of Step II answer, present the written grievance to the department director, who shall respond within seven (7) work days.

Step IV. If the matter has not been resolved, the employee shall then, within ten (10) work days, present the written grievance to the City Manager. He/she shall respond within fifteen (15) work days.

Step V. If not resolved, the grievance may be submitted to arbitration within ten (10) working days after the decision in Step IV, or if no decision has been timely made, said grievance may be submitted to arbitration by submitting written notice to the City Manager. Such notice shall specify the sections of the rules and regulations and/or the agreement(s) alleged to have been violated. The parties shall promptly meet to attempt to agree on an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit to the parties a list of arbitrators and, by alternately striking names, an arbitrator will be selected.

The decision of the arbitrator shall be final and binding upon both parties.

Section B. Limitations

The arbitrator shall not have the power to decide a grievance which is a matter suitable for submission to the Civil Service Commission. Also, the arbitrator shall be without power to add to, subtract from, or modify the terms of this Agreement, nor to make any decision in conflict with the laws of the State of Iowa or the ordinances of the City of Des Moines, Iowa.

The arbitrator's fee and expenses shall be shared equally by the employer and the Union. However, each party shall be responsible for compensating their own representatives and witnesses as well as paying for necessary transcripts of the proceedings if desired.

The failure of the employee to appropriately present the grievance within the specified time limits shall render the matter resolved and not subject to further appeal.

All written grievances must be signed by the affected employee(s). However, an employee is entitled to representation at any step of this procedure at his/her sole discretion by a representative of the certified bargaining agent CIPEC.

When necessary in investigating and settling grievances, employees and their representative, if employees of the City, shall be released from work without loss of pay for a reasonable time provided supervision is given sufficient advance notice to adjust work schedules.

All time limits contained in this article may be extended by mutual agreement.

Article IX

Union Stewards

Section A. Activities

The Union may appoint certain employees to serve in the capacity of steward. The Union will take all reasonable measures to assure that such stewards are knowledgeable of their respective responsibilities. A steward may receive, investigate and settle minor complaints and grievances, but shall not solicit such complaints.

Section B. Designation

The total number of stewards shall not exceed three (3) per 100 in unit, and will be designated so as to provide reasonable accessibility by bargaining unit personnel.

Section C. Investigation Procedure

Stewards shall be permitted to leave their work area upon request to their supervisor, except in instances where the work load does not permit, for the purpose of investigating a grievance or

complaint in their assigned area. Whenever a steward enters a work area for the purpose of such investigations, the supervisor must be so notified and informed of the investigation. Stewards shall suffer no loss of their regular pay for the normal work shift when properly excused by their supervisor. However, time spent in the grievance investigation shall be kept reasonable and commensurate with the circumstances of the matter at issue. Normally, such time should not exceed one (1) hour at the first or second step of the grievance procedure.

Article X

Probationary Period

Section A. Civil Service Positions

All original appointments shall be subject to the serving of a six (6) month probationary period, which shall be considered as part of the examining process.

The department director of a probationer shall file with the Employee Relations Director a report of performance at the end of the third and fifth months for each employee serving a six month probationary period and at the end of the third, eighth and eleventh months for those serving a one year probationary period. Copies of these performance reports shall be given to the employee and it shall be the duty of the department director to provide for the training of and to assist the employee in meeting the standards of performance of the position to which the employee has been appointed.

- (1) It shall be the responsibility of the appointing authority, upon recommendation of the department director at any time during his probationary period, to reject the probationer if his/her conduct, capacity, moral responsibility, integrity, or work performance is found to be unsatisfactory.
- (2) Termination of an employee during the probationary period results from such recommendation of the department director and the approval of the appointing authority.

- (3) If action is not taken by the appointing authority to report to the probationary employee that he/she has not qualified for permanent status before the close of business of the last day of the probationary period, the employee shall be considered to have satisfactorily completed his/her probationary period and have acquired permanent status.
- (4) A permanent employee who vacated a position to accept a probationary appointment to a class in a higher level and who is rejected during the probationary period shall be reinstated in the former position.
- (5) Any probationary period may be extended by a period not to exceed thirty (30) calendar days by written mutual consent of the employee, his/her CIPEC representative, and the department director.

Section B. Non-Civil Service Positions

All original appointments to non-Civil Service positions shall be subject to the serving of a six (6) month probationary period and all promotional appointments to non-Civil Service positions shall be subject to the serving of a 90-day probationary period.

An employee may, at any time during the 90-day probationary period, "bump" back to his/her previous position, pay grade and step. Any employee who "bumps" back under this provision shall automatically waive all rights to similar promotions for a period of twelve (12) months.

Article XI

Performance Appraisals

Section A. Use and Purpose

It is agreed that employee performance evaluations shall be used for the purpose of providing an employee's individual performance, acknowledging an employee's accomplishments, and to provide an opportunity for an employee to improve in a designated area of sub-standard performance prior to any disciplinary action being

taken. However, when such evaluations are being used in promotional actions, only the two most recent documents may be given consideration.

Section B. Procedure

The parties agree that any evaluation appraisal system used by the City be carried out in a uniform manner. The following are the provisions of this system:

- (1) Each department director shall provide for an annual evaluation of all permanent employees in his/her department in achieving the standard of work performance required. This evaluation shall include a discussion between the employee and his/her immediate supervisor for the purpose of determining goals and evaluating progress toward better performance and personal development. A memorandum record of the results of these discussions shall be forwarded to the department director by the supervisor on forms prescribed by the Personnel Department.
- (2) Whenever in the Personnel Rules, reference is made to "satisfactory performance" or "standard performance," this shall be determined by the department director based on the evaluation form submitted by the supervisor.
- (3) Each employee shall be given a copy of the evaluation form prepared by his/her supervisor regarding his/her progress.
- (4) Every memorandum of an employee evaluation report shall be signed by the employee.

Section C. Appeal

In the event any employee disagrees with his/her performance evaluation rating, he/she may so indicate in the space provided. Any memorandum reflecting an overall sub-standard performance level by the employee, which is contained in the performance evaluation, shall be subject to the grievance procedure, in the event said evaluation becomes a factor in the denial of a promotion.

Section D. Restrictions

Written memos of oral warnings and written reprimands will cease to have any force and effect and will be removed from the employee's personnel file twenty-four (24) months after the effective date of the last reprimand. All such documents will remain a part of the employee's file until completion of a twenty-four (24) month period without any reprimand.

Article XII

Procedures for Filling Vacancies

Senior employees in a specific classification in a department shall have preference for shift assignment.

Prior to the general notice, senior employees in a specific classification within a division shall have assignment preference.

When filling vacancies in classifications assigned to salary range 19R and below, the City shall give strong consideration to the CIPEC seniority of those employees being considered. In those instances where minimum qualifications are met, and when the factors of ability, aptitude and previous work record are reasonably equal, seniority shall prevail and the most senior employee shall be selected.

Article XIII

Temporary Upgrade

It is recognized that employees may from time to time be required to perform the duties of a higher level classification. Upon the first occasion during any calendar year the employee will be paid at the rate of one step (approximately 5%) above his/her present rate or the first step of the higher classification whichever is greater for each consecutive hour worked beyond the first five consecutive working days. On subsequent temporary assignments to the same classification, within the same calendar year, the employee will receive said additional pay upon the completion of five consecutive work days for those five days plus any consecutive time thereto.

Employees who receive seasonal or annual temporary upgrades to a given classification shall accumulate time toward step increases in pay. Therefore, as an employee accumulates a total of six (6) full months in such higher classification he/she shall be eligible to receive a one-half (1/2) step increase in pay. The employee shall then be paid the higher rate of pay for subsequent seasonal temporary appointments to that classification. After accumulation of each additional full six (6) month period in said classification the employee shall be eligible to receive an additional one-half (1/2) step increase until reaching the top step of the pay range.

Article XIV

Holidays

Section A. Designated Holidays

The following ten (11) paid holidays will be observed:

- (1) New Years Day
- (2) Memorial Day
- (3) Independence Day
- (4) Labor Day
- (5) Veterans Day
- (6) Thanksgiving Day
- (7) The day after Thanksgiving
- (8) Christmas Day
- (9) An additional Christmas Holiday
- (10) The employee's birthday (which may be used on or after the birthday.)
- (11) Martin Luther King, Jr. Holiday

Section B. Eligibility

All permanent full and part-time employees, full-time probationary employees, and full-time employees on provisional appointments shall be eligible for paid holidays.

Section C. Holidays Occurring on Weekends

- (1) Non-Shift Employees - Holidays which fall on a Saturday will be observed on the preceding Friday.

Holidays which fall on a Sunday will be observed on the following Monday.

- (2) Shift Employees - The above noted holidays shall be observed or recognized on the actual day on which they are observed.
- (3) In the event the employee's birthday falls on one of the other recognized holidays, it will be observed at some later date with the approval of the department director.

Section D. Additional Christmas Holiday

When Christmas falls on Tuesday, Wednesday, Friday or Saturday, in addition to the legal holiday observance, the preceding work day shall also be observed as a holiday. When Christmas falls on Sunday, Monday, or Thursday, in addition to the legal holiday observance, the following work day shall also be observed as a holiday.

Section E. Holidays Occurring During Leaves of Absence

When a holiday comes during a leave of absence for which an employee receives compensation, i.e., vacation, sick, compensatory, emergency or injury, holiday pay will be provided on the prescribed holiday.

Any employee who is on an unpaid leave of absence of seven or more calendar days is automatically ineligible for any holiday compensation during the leave of absence.

However, any employee who is on an approved unpaid leave of absence of less than seven calendar days may be compensated for recognized holidays occurring during the leave provided the employee requested such leave in advance of the absence and that the request was approved by the employee's supervisor and department director.

Section F. Holidays for Shift Workers

Shift employees, who are normally scheduled to work on either Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the additional Thanksgiving holiday, Christmas

Day, the additional Christmas holiday, New Years Day, Martin Luther King Jr. holiday or their Birthday shall be compensated at double-time for the hours actually worked plus their regular Holiday pay.

Employees engaged in shift work, who are unable to observe a holiday, will be permitted to take equivalent time off within twelve (12) months of the designated holiday.

Section G. Holidays for Non-Shift Workers

Non-shift employees who are required to work on a Holiday shall be compensated at double-time for the hours actually worked plus their regular Holiday pay. For time-keeping purposes, non-shift employees required to work on a Holiday shall retain hours in their Holiday bank for actual time worked on the Holiday up to 8 hours per occurrence with any additional time compensated in accordance with the Agreement.

Article XV

Leaves

Section A. Military Service

Military leave shall be provided in accordance with applicable state and federal legislation.

Section B. Jury Duty, Conferences and Other Meetings

Employees on jury duty will receive their normal pay for regular work days spent on a jury panel. The employee shall submit the payment received from the court to the City Treasurer's Office less any amount included for travel allowance or expense reimbursement. Such time off shall be counted as time on duty.

Employees may, upon written request, be excused from work to attend various conferences and official meetings regarding City business. Attendance at such meetings will be considered as time on duty, provided the proper advance approval is obtained.

Section C. Leaves of Absence

(1) Emergency Leave

- (a) In case of death in the "immediate family," a permanent employee may be granted a leave of absence with pay up to seven (7) calendar days by the department director. "Immediate family" is defined as spouse, child or parent.
- (b) In the case of death in the "family," a permanent employee may be granted a leave of absence with pay up to four (4) calendar days by the department director. "Family" is defined as father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchild and any other relative living in the same household.
- (c) In the case of death of an aunt or uncle a permanent employee will be granted a leave of absence with pay of one (1) working day.
- (d) If the situation warrants an extension, the department director may grant up to an additional three (3) calendar days. A written explanation of any such extension must be filed with the City Manager.

(2) Educational Leave Without Pay

Permanent employees interested in further professional training may, with the consent of the department director and the City Manager, obtain an educational leave. Such leave is without pay. A single leave may not be for more than twelve (12) months.

(3) Leave of Absence Without Pay

Department Directors, with the approval of the City Manager, may grant leaves of absence without pay. A single leave of absence may not be for more than twelve (12) months.

Leaves of absence of over thirty (30) calendar days except for disability shall result in an "adjusted start date" for purposes of vacation accrual, longevity pay and an adjustment to "anniversary date" for merit salary increase to account for lost service time in excess of thirty (30) calendar days.

Section D. Absence Without Leave

If an employee shall, without proper authorization, be absent from duty, whether for part or all of a working day or for a longer period such absence may be grounds for disciplinary action or discharge. Absence without leave for any three (3) consecutive duty shifts may be considered automatic voluntary resignation by the employee.

Article XVI

Vacation

Section A. Eligibility

All permanent full-time and part-time employees, who have completed six (6) months of continuous service and have successfully completed the probationary period, shall be eligible for vacation leave upon accrual.

Continuous service shall be terminated by resignation, dismissal for just cause, or retirement. If an employee so terminated receives a subsequent reappointment, no credit will be given for the period of service prior to the termination. Continuous service shall not be considered broken if an employee:

1. Is on military leave of absence and returns to City employment in accordance with Federal and State Law.
2. Is on authorized leave of absence or on a temporary suspension without pay. However, no credit shall be allowed for time for employees suspended or on leave without pay for over thirty (30) consecutive calendar days, and additional time equal to the loss of service must be served to qualify for vacation.

Section B. Accrual

Vacation leave shall be accrued as follows:

- (1) Vacation leave for all permanent, full-time employees with less than seven (7) years of continuous service shall be at the rate of ten (10) working days (or eighty (80) hours) for each twelve (12) months of active City service.
- (2) Vacation leave for all permanent full-time employees who have completed seven (7) years or more of continuous service, but no more than twelve (12) years, shall be at the rate of fifteen (15) working days (or one hundred twenty (120) hours) for each twelve (12) months of active City service.
- (3) Vacation leave for all permanent full-time employees who have completed twelve (12) years or more of continuous service, but no more than nineteen (19) years, shall be at the rate of twenty (20) working days (or one hundred sixty (160) hours) for each twelve (12) months of active City service.
- (4) Vacation leave for all permanent full-time employees who have completed nineteen (19) years or more of continuous service shall be at the rate of twenty-five (25) working days (or two hundred (200) hours) for each twelve (12) months of active City service.

- (5) Vacation leave shall be accrued by permanent part-time employees for each twelve (12) months of continuous and active City service at the rate prescribed for permanent full-time employees in proportion to the hours worked per week as measured against the hours worked per week by the permanent full-time employee.
- (6) Probationary employees and employees on provisional appointments shall accrue vacation during probationary and provisional periods, but shall be ineligible for such vacation until they become permanent employees and have completed six (6) months services. In the event of their separation prior to their permanent appointment and completion of six (6) months service, they shall be ineligible for vacation payment upon termination.
- (7) An employee shall continue to accrue vacation while on any other compensated leave.

Section C. Administration

Vacation leave shall be administered as follows:

- (1) All vacation leave and schedule must be approved by the department director and filed in the prescribed manner with the Employee Relations Director. In approving such schedules, the department director shall consider the needs of the City service and the seniority and wishes of the employees.
- (2) Vacation leave shall be charged as used in amount of not less than one-half (1/2) day.
- (3) When a holiday occurs during an employee's assigned vacation and the employee is regularly entitled to the holiday, it will not be counted as part of the vacation time.
- (4) Vacation must be taken within a twelve (12) month period after the completion of the year in which it is earned unless written authorization extending this

period is obtained from the department director and City Manager.

- (5) Accrued but unused vacation will be paid upon termination in accordance with this Article, Section B. 6.

Article XVII

Sick Leave

Section A. Eligibility

All permanent and full and part-time employees, full-time probationary employees and full-time employees serving provisional appointments shall be eligible for paid sick leave.

Section B. Accrual

Sick Leave shall be accrued as follows:

- (1) Sick leave shall be accrued for all permanent full-time employees at the rate of one work day for each month of service with no limit to accumulations.
- (2) Sick leave shall be accrued for permanent part-time employees at the rate prescribed for permanent full-time employees, but such accrual shall be in proportion to the hours worked per week as measured against the hours worked per week by permanent full-time employees.
- (3) Sick leave shall be accrued by probationary and provisional appointment employees at the rate prescribed for permanent full-time employees.
- (4) Any employee shall continue to accrue sick leave while on any other compensated leave.

Section C. Usage

Sick leave shall be granted under the following circumstances:

1. Physical incapacity not incurred in the line of duty.
2. Personal illness, including medical, dental or optical appointments during working hours, or during an employee's pregnancy or normal recovery period as directed by a licensed medical physician.
3. Enforced quarantine of employee in accordance with community health regulations.
4. Serious illness of an emergency nature of the immediate family (spouse, child, parent, sibling).

"Emergency nature" generally refers to an unplanned illness, accident or unscheduled doctor's visit involving an urgent or life-threatening condition. Such emergency is normally considered to cover only one 24-hour period. Thus, a maximum of 8 hours of sick leave could be authorized. However, up to a maximum of 10 calendar days may be approved in cases involving hospitalization for a "serious" or life-threatening condition and up to one full day for outpatient testing which involves "serious" medical conditions.

5. The first day an employee's immediate family member becomes ill and requires the attention and/or care of the employee.
6. A member of employee's immediate family is scheduled for outpatient testing involving serious side effects or potentially serious results. The employee may use up to one day (8 hours) of sick leave.

Section D. Administration

Sick leave shall be administered as follows:

- (1) Requests for sick leave shall normally be made at least 15 minutes prior to the beginning of work for that day.
- (2) Sick leave shall be chargeable only when used on regularly scheduled work days or work periods and not on vacation time.
- (3) Department directors have the right to verify the reported sickness of an employee and may require a doctor's certificate for absence due to sickness. The certificate must state the kind and nature of sickness or injury and whether the employee has been incapacitated for work for said period of absence.

In individual cases, if there is a sufficient reason to believe the employee may be abusing their sick leave, the employee shall first be given an oral warning. If the employee's leave pattern continues, a medical certificate will be required for all absences of sick leave and the employee will be advised in writing that all future requests for sick leave must be supported by an acceptable medical certificate. Abuse of sick leave shall be cause for disciplinary action up to and including dismissal.

Section E. Separation

No payment for unused sick leave credit shall be made upon separation from City employment except in cases of retirement or death of a permanent employee of the City, as prescribed hereinafter. In the event of the employee's retirement, which meets the requirements of the applicable Federal or State Statutes, or his/her death, the employee or his/her beneficiary shall be paid fifty (50) percent of his/her daily salary based on his/her salary rate at the time of his/her retirement or death for each full day of unused sick leave credit the employee has accrued, provided, however, that the maximum unused sick leave to be compensated for at the rate of fifty (50%) is limited to 1,500 hours, except that those

employees who have a balance of 1,300 or more hours as of July 1, 1986 shall not be affected by the maximum.

Employees with twenty (20) years or more of service who are terminated for any reason, other than dismissal for just cause, shall be eligible for the sick leave separation credit as outlined immediately above.

Article XVIII

Injury Leave ("J" Time)

Leave of absence with pay shall be granted permanent employees who become incapacitated as a result of injury or occupational disease incurred through no misconduct of their own while in actual performance of duty.

Section A. Method of Payment

During such injury leave, the City shall pay such employee regular full pay, either as direct payment from salary funds or on Workers' Compensation insurance benefits, or both, but the total amount, so paid for loss of time from work, shall not exceed the full pay which such employee would have received from such period as his/her regular rate of pay. Such injury leave shall not be charged.

Section B. Extent of Leave

Such leave shall extend for six (6) months unless it is determined sooner by a competent medical authority and approved by the City Manager, that the employee can return to duty. An employee, if still disabled, at the end of six (6) months, will be entitled to leave with pay, as follows:

- (1) Three months to be paid at ninety-five percent (95%) of the employee's regular rate of pay.
- (2) Another three months to be paid at ninety percent (90%) of the employee's regular rate of pay.
- (3) At the end of one year from the date of injury, the employee shall be entitled to Workers'

Compensation benefits for the duration of the disability as provided by Chapter 85, Code of Iowa.

- (4) If declared by a competent medical authority and approved by the City Manager to be unable to return to work or to be permanently disabled, the employee shall, after one year from the date of disabling injury, be permitted to use accrued vacation and normal sick leave.

Section C. Notice of Injury - Failure to Report

An employee who is physically injured and who fails to report within twenty-four (24) hours any injury, however, minor, to his/her Crew/Section Chief or Supervisor and to take such first aid or medical treatment as may be necessary shall not be eligible for injury leave as outlined above.

Section D. Subrogation

If pay is paid to the employee under this Article, the City shall be indemnified out of any recovery of damages made by the injured employee against any third-party because of the injury to the extent of the payment made by the City less reasonable attorney fees proportional to those paid by the employee. Further, in the event the employee's recovery consists of a judgment, the City shall also be entitled to legal interest. However, in the event the judgment includes a jury verdict specifying an amount for lost wages, the City's portion of the recovery prior to deductions shall not exceed such specified amount plus legal interest.

In the event the employee fails to commence an action against the third-party for damages resulting from his injury within 30 days after written notice to do so given by the City, then the City shall be subrogated to the rights of the employee to maintain the action against such third-party, and may recover damages for the injury to the same extent that the employee might.

This provision is not intended to alter the rights and obligations of the employee or the City pursuant to Section 85.22 of the Iowa Code or any other provision relating to workers compensation.

Article XIX

Safety, Health and Welfare

The City shall make reasonable provisions for the safety and health of employees during the hours of their employment, and shall provide protective devices and other equipment necessary to protect the employees from injury or illness in conformance with statutory requirements.

Employees are expected to follow the established City procedures for reporting occupational injuries and illness to their supervisors and the Employee Health Clinic. Authorization from the Employee Health Clinic is required for all outside treatment, except in the event of an emergency. The use of unauthorized medical, prescription and hospital services is not recoverable from the City.

Article XX

Training and Tuition Reimbursement

Section A. Employee Training

The purpose of this section is to establish policy for employee training, for sending City employees to special training and for sending employees to special outside courses of instruction relating to their employment with the City which does not accrue credit toward a high school diploma or high school equivalency certificate, college degree, law degree, CPA recognition or related educational certification.

- (1) The City will, at its discretion, provide orientation and on-the-job training for each employee. Upon the recommendation of the department director and approval of the City Manager, a City employee may be sent to outside instructional courses as means of upgrading his/her capabilities as a City employee.
- (2) The criteria for evaluating a request to attend outside instructional courses shall be that the estimated value to the City from the course is

commensurate with the total cost including tuition, transportation, meals, lodging pay and other expenses; that consideration be given to the quality of both the curriculum and the instructors involved so as to be reasonably certain that the course will be practical and usable in City operation; and that in the case of a prolonged course of instruction, there will be adequate coverage of the employee's normal duties during his/her absence.

- (3) Employee training to improve work performance of the employee in his/her present position, both by means of in-service instruction and outside instructional courses, may be conducted during or after the employee's working hours.

Training to prepare the employee for promotion shall be on the employee's own time unless, because of shortage of manpower or other circumstances, it is in the City's interest to use work time.

Section B. Employee Education

The purpose of this section is to establish policy for the academic education of City employees which will be of benefit to both the employee and the City. This policy pertains to courses attended by City employees which accrue credit toward a high school diploma or high school equivalency certificate, college degree, college graduate degree, law degree, CPA recognition or related educational certification.

- (1) Upon the request of the employee, recommendation of the department director and approval of the City Manager, a permanent full-time City employee may participate in the Education Tuition Reimbursement Program described hereafter, subject to the following requirements.
 - (a) That the course shall directly relate to the employee's current job duties, or any course, including outside the major electives, required for a degree or certificate in a field either directly related to the employee's current duties, or a field in which the

employee would have a reasonable expectation of being promoted to while employed with the City. Such course work must be completed at an officially accredited educational institution.

- (b) That the employee shall satisfy the necessary prerequisite of the course which tuition reimbursement is being requested and shall receive approval of the City Manager prior to enrolling in the course.
- (c) That participation in the Education Tuition Reimbursement Program shall be solely on the employee's time.

- (2) City employees approved for participation in the Education Tuition Reimbursement Program shall be eligible for reimbursement by the City for one hundred percent (100%) of tuition for courses offered by accredited education institutions up to a limit of one thousand two hundred dollars (\$1,200) per fiscal year. Reimbursement shall be made of tuition fees upon completion of the course with a grade of "C" or better, and upon application to the department director showing evidence of successful course completion. Employees taking a leave of absence for education purposes shall not be eligible for participation in the Education Tuition Reimbursement Program.

Section C. Training on New Processes

Whenever the duties of a position are to be materially changed by the introduction of new machines or processes requiring different skills and knowledge, any permanent or probationary employee affected by the change shall be given a reasonable opportunity to learn to perform the new duties and to qualify for status in any new class of positions required for such work. Any employee who, after a reasonable training period, qualifies for appointment in a different class shall be deemed to possess the specific education and experience requirement for such class and shall be appointed thereto with the same status and seniority which he/she last had in his previous class. Employees who do not qualify for such

appointment shall be reassigned to other duties appropriate to his class or be laid off in accordance with the provision of law and these rules regarding layoff.

Article XXI

Payroll Deductions

Section A. Payroll Deductions

An employee may authorize deductions from his/her pay for the following purposes:

1. Credit Unions
2. Savings Bonds
3. United Campaign Fund
4. Union Deductions
5. Auto Insurance
6. Deferred Compensation
7. Any other deductions which may be mutually agreed to.

The amounts deducted for any one type of deduction may be changed no more than once each every four (4) months.

Article XXII

Dues-Check-Off

During the life of this Agreement and in accordance with the terms of the authorized dues check-off form, the City agrees to deduct Union dues and assessments levied in accordance with the Constitution and By-Laws of the Union from the pay of each employee who executes or has executed the authorization form.

The deductions shall be certified to the City by the Treasurer of the Union and on the appropriate forms, signed by the employees, and the aggregate deductions of all employees shall be remitted to the Union within a reasonable length of time after such deductions are made.

The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or filed

against the City as a result of any action taken or not taken by the City in accordance with the provisions of this article.

Article XXIII

Use of Bulletin Boards

The City will provide reasonable space, for official union business, on each bulletin board in each work area of the unit. Use of the boards shall be limited to five (5) general types of notices:

- (1) Listing of Union officers and officials
- (2) Union meetings
- (3) Union elections
- (4) Union recreational and social events
- (5) Union educational notices

Article XXIV

Seniority

Seniority is determined by the length of continuous unbroken service as a permanent full-time employee of the City. In computing seniority periods of employee suspension and leave of absence without pay (except for personal illness, injury, educational leave in the interest of the City or as otherwise authorized by the City) in excess of thirty (30) cumulative working days per year shall be deducted from the employee's time of seniority. It is important to note any difference between "seniority date" and "adjusted start date."

Article XXV

Reduction In Force

Section A. Order of Layoff

Whenever it becomes necessary for employees, either Civil Service or non-Civil Service, in a specific class to be laid off because of lack of work, lack of funds, or reorganization, procedures provided

in Chapter 400 of the Iowa Code shall be recognized. Employees to be laid off or transferred shall be given ten working days prior notice.

Section B. Effect On Pay

An employee who, as a result of the reduction of force, is assigned to a classification having a lower pay grade shall suffer no loss of regular pay. Such employee's pay will be frozen at the most recent pay level and shall receive no future pay increase until the salary range assigned to their new class catches up with the employee's frozen rate of pay.

Article XXVI

Insurance

The following employee benefit plans shall be provided to full-time employees, subject to the terms and conditions of the respective group contract or plan document of the insurer. Part-time employees may participate in the program and pay premiums on a pro rata basis.

Section A. Life

The City agrees to provide straight term life insurance coverage in an amount of six thousand dollars (\$6,000) of coverage for employees with less than five (5) years service. Employees with five (5) years or more shall be provided coverage in an amount of ten thousand dollars (\$10,000.)

Beginning July, 1, 2003, the City agrees to provide straight term life insurance coverage in an amount of ten thousand dollars (\$10,000) for employees with less than five (5) years service. Employees with five (5) years or more shall be provided coverage in an amount equal to one times (1 X) the employees base straight time annual salary rounded to the next higher thousand.

Section B. Health and Medical

The City of Des Moines will make available a health insurance plan described in Exhibit 1 to employees and their dependents. There is no contribution toward this coverage.

Section C. Dental

The City of Des Moines will make available dental insurance as noted in Exhibit 1. There is no contribution toward this coverage.

Section E. Long Term Disability

The City will provide a Long Term Disability insurance plan for full time employees. The plan will provide a sixty-six and two thirds percent ($66 \frac{2}{3}\%$) replacement of an employee's base regular pay and longevity, following a ninety (90) day elimination period for the appropriate period of disability as provided in the plan document. An employee may use their accumulated sick leave or other personal leave to offset the thirty-three and one third percent ($33 \frac{1}{3}\%$) loss of regular pay.

Section F. Flexible Spending Accounts

Effective July 1, 2001, the City will fund a Flexible Spending Account for medical expenses at the effective rate of Twenty Dollars (\$20) per month for full time employees.

Effective July 1, 2002, the City will fund a Flexible Spending Account for medical expenses at the effective rate of Forty Dollars (\$40) per month for full time employees.

The City will amend the plan to permit the maximum benefit and coverage under this plan permitted by the Internal Revenue Code, Regulations or Rulings.

Article XXVII

Wages

Section A. Compensation

Each employee shall be compensated in accordance with the respective classification title and corresponding salary range as set forth in Appendix "B" for the pay period beginning June 19, 2006; the pay period beginning June 18, 2007; and the pay period beginning June 30, 2008. Each pay scheduled reflects a 3.25% increase.

The parties agree, should the Consumer Price Index as reported for the period January 1, 2007 through December 31, 2007, indicate an inflation rate in excess of 3.75% for the twelve month period, this contract may be reopened at the request of the union for the year beginning June 30, 2008.

Should any existing non-public safety bargaining unit receive a voluntary wage settlement with the City of Des Moines that exceeds 3.25% during the term of this agreement, CIPEC will be granted the higher wage increase.

Section B. Within Grade Salary Increases

After appointment or promotion, an employee shall be eligible for a pay increase to a rate midway between his/her entrance rate and the next higher step upon the satisfactory completion of the appropriate probationary period. Then, upon the completion of twelve (12) months service, the employee shall be eligible upon proper recommendation, for an additional one-half (1/2) step increase to the next higher rate of pay. The employee shall then be eligible, upon proper recommendation, on that "anniversary date" for annual one step increases until the top step of the assigned range is reached. Any salary increase granted in advance of the "anniversary date" shall establish a new "anniversary date" for the purpose of future step increases.

Any step increase delayed for cause, shall not establish a new "anniversary date" for the purpose of future step increases.

Such pay adjustments shall be made effective at the beginning of the pay period during which the required qualified service and assigned requirements are reached.

Section C. Transfer Pay

When an employee is transferred to a position in the same or another class, which class is assigned to the same pay grade as the employee's former class, he/she will be entitled to the corresponding step in the grade of the class to which transferred.

Section D. Promotion Pay

Upon promotion to a classification having a higher pay range, the employee shall receive an increase in pay equal to one (1) step in the salary range or the first (1st) step of the newly assigned range, whichever is greater.

Section E. Reporting Pay

If an employee reports for work at his/her regular time and place but is sent home by the supervisor because work cannot be performed, such employee shall be paid a minimum of two (2) hours pay at their regular straight time rate.

Section F. Recall Pay

When an employee, after completing a regular shift and leaving work is recalled to work, he/she shall receive a minimum of two (2) hours pay at the appropriate overtime rate.

Article XXVIII

Longevity Pay

Permanent employees who have performed satisfactory continuous service for the required number of years shall be eligible to begin receiving longevity pay at the beginning of the payroll period in which the required number of years have been completed.

Section A. Continuous Service

Continuous service shall be terminated by resignation, dismissal or retirement. If an employee so terminated receives a subsequent reappointment, no credit will be given for the period of service prior to the termination. Continuous service shall not be considered broken if an employee:

- (1) Is on military leave of absence and returns to City employment in accordance with Federal and State Law.
- (2) Is on authorized leave of absence or on a temporary suspension without pay. However, no credit shall be allowed for time toward the accumulation of a five-year period by employees suspended or on leave without pay for over thirty (30) consecutive calendar days, and additional time equal to the loss of service must be served to qualify for longevity.

Section B. Amount of Payment

Eligible employees shall receive one percent (1%) of base salary upon completion of five years; two percent (2%) after nine years; three percent (3%) after thirteen years; four percent (4%) after seventeen years; five percent (5%) after twenty-one years; and six percent (6%) after twenty-five years and more continuous satisfactory service in a permanent status. Longevity increments shall be paid in addition to regular compensation and may be incorporated with the regular pay warrants.

Section C. Limitations

An employee who is suspended, on leave of absence without pay, or otherwise off the payroll for any period of thirty (30) consecutive calendar days or more, other than an employee receiving long term disability benefits, shall receive no longevity pay for such period.

Article XXIX

Deferred Compensation

An employee shall be eligible to contribute up to twenty-five percent (25%) or the maximum dollar amount permitted by the Internal Revenue Service, whichever is less of their annual salary into a deferred compensation plan. The City beginning June 20, 1994, agrees to contribute a sum equal to that contributed by the employee up to one and one-half percent (1-1/2%) of the employee's annual salary. The City beginning June 19, 1995, agrees to contribute a sum equal to that contributed by the employee up to two percent (2%) of the employee's annual salary. Effective June 18, 2007, the City's match toward deferred compensation will increase to 2.5%.

These benefits were negotiated in lieu of cash wages under Article XXVII. If any provision of this article is determined to be unlawful, the parties shall submit to further negotiations as set out in Chapter 20.16 - 22, Code of Iowa. As to contributions to a deferred compensation plan previously made by the City under this article before any such determination, the negotiations shall assure that these contributions are preserved for the sole benefit of the employee and are not returned to the City.

Article XXX

Post Employment Health Plan

Beginning July 1, 2001, the City will provide a Post Employment Health Plan (VEBA) for full time employees. The City will make a monthly contribution on behalf of each participating employee equal to one-twelfth (1/12) of 1% of the average annual base salary of full time CIPEC employees as of July 1, 2001. The annual contribution shall not be less than three-hundred-fifty dollars (\$350).

Beginning July 1, 2002, the City will make a monthly contribution on behalf of each participating employee equal to one-twelfth (1/12) of 2% of the average annual base salary of full time CIPEC employees as of July 1, 2002. The annual contribution shall not be less than seven-hundred dollars (\$700).

Beginning July 1, 2003, the City will make a monthly contribution on behalf of each participating employee equal to one-twelfth (1/12) of 3% of the average annual base salary of full time CIPEC employees as of July 1, 2003. The annual contribution shall not be less than one-thousand-fifty dollars (\$1050) nor more than one-thousand-three hundred-fifty dollars (\$1350) per year.

This benefit was negotiated in lieu of cash wages under Article XXVII. If any provision of this article is determined to be unlawful, the parties shall submit to further negotiations as set out in Chapter 20.16 - 22, Code of Iowa.

Article XXXI

ICMA – RC Vantage RHS Plan

The City will make available to employee under this agreement the ICMA-RC Vantage RHS Plan. The plan provides a vehicle to permit employee to direct a portion of their vacation or sick leave payouts available upon separation of service to this tax preferred plan. Amounts contributed are available to pay for IRS deductible health expenses as detailed in the plan.

Article XXXII

General Provisions

Section A. Tool Allowance

The City agrees to pay up to seventy-five dollars (\$75) per year toward the purchase of required tools for the classifications of Equipment Mechanic, Senior Equipment Mechanic, Auto Body Repair Worker, Welder, and Carpenter; and a fifty dollar (\$50) per year payment for Equipment Lubricator, Building Equipment Operator, and Senior Building Equipment Operator. Payments will be made during the month of October each year to each employee as listed above on the payroll, as of the first payday in that month.

Section B. Shoe Allowance

Employees who are required to wear safety shoes including safety rubber boots shall receive an annual allowance each July for the purchase of City approved safety shoes or boots of \$100. Refuse

collectors and Senior Refuse Collectors shall be entitled to two (2) such \$100 allowances per contract year.

Newly hired employees shall receive the appropriate shoe allowance within thirty (30) days of employment.

Article XXXIII

Appendices

The following appendices are incorporated and made a part of this Agreement:

Appendix A. Unit Classification and Salary Range Assignment

Appendix B. Wage Schedule effective June 19, 2006; June 18, 2007; and June 30, 2008 reflecting a 3.25% increase each year.

Appendix E. Definitions

Appendix F. Overtime Clarification

Appendix G. Seven-Month Employees

Exhibit 1 Health and Dental Insurance

Article XXXIV

Duration of Agreement

This Agreement shall be in full force and effect for a period of three (3) years beginning July 1, 2006 and ending June 30, 2009.

Article XXXV

Savings Clause

Should any provision of this Agreement be held unlawful by a court or administrative agency of competent jurisdiction, all other provisions of this Agreement shall remain in full force for the duration of the Agreement. Any provision held unlawful shall automatically be terminated. If replacement provisions are deemed necessary by the City or Union, they shall be negotiated immediately. In the event of a conflict between this Agreement and provisions of Chapter 400 of the Code of Iowa, the latter shall prevail.

Article XXXVI

Complete Agreement and Waiver of Bargaining

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of bargaining and that the understandings and agreements reached are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each agrees that the other shall not be obligated to bargain collectively with respect to any subject covered in this Agreement or with respect to any subject of matter not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This article is subject to "Savings Clause." By the mutual agreement of the parties, this article may be waived.

Article XXXVII

No Strike-No Lock Out

Neither the Union, its officers or agents, nor any employee will directly or indirectly induce, instigate, encourage, authorize, ratify or participate in any strike against the employer.

A strike is defined as an employee's refusal, in concerted action with others to report to duty, or to be willfully absent from work or the stoppage of work, or the abstinence of whole or in part from the full, faithful and proper performance of the duties of employment, for purpose of inducing, influencing, or coercing a change in the conditions, compensation rights, privileges, or obligations of employment.

The City agrees not to authorize, consent to, or condone a strike; or to pay any public employee for any day in which the employee participates in a strike; or to pay or agree to pay any increase in compensation or benefits to any public employee in response to or as a result of any strike or any act which violates this section.

The undersigned hereby approve and concur in this Agreement, this 30th day of June, 2006.

Steven Piper
Municipal Laborers #353 and
Business Manager of the
Central Iowa Public Employees
Council

T. M. Franklin Cownie
Mayor

ATTEST:

Diane Rauh
City Clerk

Appendix A

Unit Classifications and Salary Range Assignments

Class Code	Title	Range Number
3655	Air-Conditioning Mechanic	24
3324	Airport Crew Chief	22
3860	Airport Field Worker	21
6725	Airport Operations Officer.....	22
8620	Animal Control Field Supervisor.....	19
8621	Animal Control Officer (2)	17
8618	Animal Handler.....	16
3681	Assistant Operator.....	18
3340	Building and Grounds Crew Chief.....	23
3631	Building Attendant (3)	15
3657	Building Equipment Operator.....	20
3855	Carpenter (2)	22
3895	Cement Finisher (2)	22
3140	Cemetery Equipment Operator (2).....	22
3550	Cemetery Maintenance Leader (2).....	22
3653	Climate Control Technician (3)	24
3627	Custodial Worker (3)	14
3360	Electrical Maintenance Chief.....	27
3885	Electrician (3).....	25A
4349	Electronic Technician (3).....	25A
4344	Emergency Equipment Technician	20
3662	Engine Generator Technician (2).....	23
3926	Equipment Lubricator (2).....	18
3861	Equipment Mechanic (2).....	21
3316	Forestry Crew Chief.....	22
3980	Gardener (2)	18
4312	Golf Course Technician	20
3173	Heavy Equipment Operator (2).....	23
4315	Horticulture Technician (2).....	18
5717	Inventory Control Clerk	16
3915	Laborer (2)	16A
3171	Light Equipment Operator (2).....	19
3342	Maintenance Coordinator.....	25
3836	Mechanical Maintenance Crew Chief (2)	24
3172	Medium Equipment Operator (2).....	22
4125	Nursery Supervisor	22
3950	Operator Helper (2).....	17
3845	Painter (2).....	23

Appendix A (cont.)

Class Code	Title	Range Number
3905	Painter Helper (3).....	6
3851	Park Construction Technician (2)	24
3863	Park Equipment Technician (2)	22
3563	Park Maintenance Leader.....	20
3865	Park Maintenance Mechanic (2)	21
3921	Parks Technician.....	18
3955	Plant Equipment Lubricator	18
3820	Plant Field Worker.....	21
3343	Plant Field Worker Crew Chief	23
3835	Plant Mechanic (2).....	22
3682	Plant Operator	22
3810	Plumber (2)	23
6750	Plumbing Specialist	20
3689	Process Control Technician	25
3911	Public Works Assistant.....	16A
3348	Public Works Crew Chief.....	22
3685	Pumping Station Maintenance Crew Chief.....	23
3953	Pumping Station Technician (2)	19
5720	Purchasing Assistant.....	16A
3967	Refuse Collector (2).....	18R
3965	Semi-Skilled Worker (2).....	18
6727	Senior Airport Operations Officer	24
3628	Senior Building Custodian.....	19A
3659	Senior Building Equipment Operator	22
4316	Senior Horticulture Technician.....	20
3856	Senior Maintenance Carpenter (2)	23
3683	Senior Plant Operator.....	23
3968	Senior Refuse Collector (2)	19R
3150	Sewer Cleaning Equipment Operator (2).....	22
3946	Sewer Maintenance Worker (2)	18
3956	Street Maintenance Worker (2).....	18
3160	Street Sweeper Operator (2).....	20
3972	Traffic Device Maintenance Worker (2).....	20
3356	Traffic Maintenance Chief.....	23A
3877	Traffic Sign Painter (2)	23
3970	Traffic Signal Maintenance Worker (2).....	20
3886	Traffic Signal Technician (2).....	24
3985	Tree Trimmer (2)	19
3137	Truck Driver (2).....	18
3540	Zoo Attendant	12
3975	Zoo Keeper (2).....	18

Appendix B

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Biweekly	Annual
06	10	\$9.85	\$788.22	\$20,493.61
	15	\$10.07	\$805.62	\$20,946.23
	20	\$10.29	\$823.03	\$21,398.85
	25	\$10.51	\$840.44	\$21,851.47
	30	\$10.72	\$857.85	\$22,304.09
	35	\$10.98	\$878.16	\$22,832.15
	40	\$11.23	\$898.47	\$23,360.20
	45	\$11.45	\$915.88	\$23,812.82
	50	\$11.67	\$933.29	\$24,265.44
12	10	\$12.68	\$1,014.53	\$26,377.67
	15	\$12.94	\$1,034.84	\$26,905.72
	20	\$13.19	\$1,055.15	\$27,433.78
	25	\$13.48	\$1,078.36	\$28,037.27
	30	\$13.77	\$1,101.57	\$28,640.77
	35	\$14.06	\$1,124.78	\$29,244.26
	40	\$14.35	\$1,147.99	\$29,847.75
	45	\$14.71	\$1,177.00	\$30,602.12
	50	\$15.08	\$1,206.02	\$31,356.48
13	10	\$13.19	\$1,055.15	\$27,433.78
	15	\$13.48	\$1,078.36	\$28,037.27
	20	\$13.77	\$1,101.57	\$28,640.77
	25	\$14.06	\$1,124.78	\$29,244.26
	30	\$14.35	\$1,147.99	\$29,847.75
	35	\$14.71	\$1,177.00	\$30,602.12
	40	\$15.08	\$1,206.02	\$31,356.48
	45	\$15.40	\$1,232.13	\$32,035.41
	50	\$15.73	\$1,258.24	\$32,714.34
14	10	\$13.77	\$1,101.57	\$28,640.77
	15	\$14.06	\$1,124.78	\$29,244.26
	20	\$14.35	\$1,147.99	\$29,847.75
	25	\$14.71	\$1,177.00	\$30,602.12
	30	\$15.08	\$1,206.02	\$31,356.48
	35	\$15.40	\$1,232.13	\$32,035.41
	40	\$15.73	\$1,258.24	\$32,714.34
	45	\$16.05	\$1,284.36	\$33,393.27
	50	\$16.39	\$1,311.44	\$34,097.35
15	10	\$14.35	\$1,147.99	\$29,847.75
	15	\$14.71	\$1,177.00	\$30,602.12
	20	\$15.08	\$1,206.02	\$31,356.48
	25	\$15.40	\$1,232.13	\$32,035.41
	30	\$15.73	\$1,258.24	\$32,714.34
	35	\$16.05	\$1,284.36	\$33,393.27
	40	\$16.39	\$1,311.44	\$34,097.35
	45	\$16.76	\$1,340.45	\$34,851.71
	50	\$17.12	\$1,369.46	\$35,606.08

Appendix B (cont.)

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Bi-Weekly	Annual
16	10	\$15.08	\$1,206.02	\$31,356.48
	15	\$15.40	\$1,232.13	\$32,035.41
	20	\$15.73	\$1,258.24	\$32,714.34
	25	\$16.05	\$1,284.36	\$33,393.27
	30	\$16.39	\$1,311.44	\$34,097.35
	35	\$16.76	\$1,340.45	\$34,851.71
	40	\$17.12	\$1,369.46	\$35,606.08
	45	\$17.48	\$1,398.48	\$36,360.44
	50	\$17.84	\$1,427.49	\$37,114.81
16A	10	\$15.37	\$1,229.23	\$31,959.98
	15	\$15.69	\$1,255.34	\$32,638.91
	20	\$16.03	\$1,282.42	\$33,342.98
	25	\$16.39	\$1,311.44	\$34,097.35
	30	\$16.76	\$1,340.45	\$34,851.71
	35	\$17.12	\$1,369.46	\$35,606.08
	40	\$17.48	\$1,398.48	\$36,360.44
	45	\$17.88	\$1,430.39	\$37,190.25
	50	\$18.28	\$1,462.31	\$38,020.05
17	10	\$15.73	\$1,258.24	\$32,714.34
	15	\$16.05	\$1,284.36	\$33,393.27
	20	\$16.39	\$1,311.44	\$34,097.35
	25	\$16.76	\$1,340.45	\$34,851.71
	30	\$17.12	\$1,369.46	\$35,606.08
	35	\$17.48	\$1,398.48	\$36,360.44
	40	\$17.84	\$1,427.49	\$37,114.81
	45	\$18.28	\$1,462.31	\$38,020.05
	50	\$18.71	\$1,497.13	\$38,925.29
18	10	\$16.39	\$1,311.44	\$34,097.35
	15	\$16.76	\$1,340.45	\$34,851.71
	20	\$17.12	\$1,369.46	\$35,606.08
	25	\$17.48	\$1,398.48	\$36,360.44
	30	\$17.84	\$1,427.49	\$37,114.81
	35	\$18.28	\$1,462.31	\$38,020.05
	40	\$18.71	\$1,497.13	\$38,925.29
	45	\$19.11	\$1,529.04	\$39,755.09
	50	\$19.51	\$1,560.96	\$40,584.89
18R	10	\$16.96	\$1,356.89	\$35,279.19
	15	\$17.32	\$1,385.91	\$36,033.55
	20	\$17.69	\$1,414.92	\$36,787.92
	25	\$18.05	\$1,443.93	\$37,542.28
	30	\$18.42	\$1,473.92	\$38,321.80
	35	\$18.86	\$1,508.73	\$39,227.04
	40	\$19.29	\$1,543.55	\$40,132.28
	45	\$19.69	\$1,575.46	\$40,962.08
	50	\$20.09	\$1,607.38	\$41,791.88

Appendix B (cont.)

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Biweekly	Annual
19	10	\$17.12	\$1,369.46	\$35,606.08
	15	\$17.48	\$1,398.48	\$36,360.44
	20	\$17.84	\$1,427.49	\$37,114.81
	25	\$18.28	\$1,462.31	\$38,020.05
	30	\$18.71	\$1,497.13	\$38,925.29
	35	\$19.11	\$1,529.04	\$39,755.09
	40	\$19.51	\$1,560.96	\$40,584.89
	45	\$19.95	\$1,595.77	\$41,490.13
	50	\$20.38	\$1,630.59	\$42,395.37
19A	10	\$17.48	\$1,398.48	\$36,360.44
	15	\$17.88	\$1,430.39	\$37,190.25
	20	\$18.28	\$1,462.31	\$38,020.05
	25	\$18.68	\$1,494.23	\$38,849.85
	30	\$19.08	\$1,526.14	\$39,679.66
	35	\$19.51	\$1,560.96	\$40,584.89
	40	\$19.95	\$1,595.77	\$41,490.13
	45	\$20.38	\$1,630.59	\$42,395.37
	50	\$20.82	\$1,665.41	\$43,300.61
19R	10	\$17.69	\$1,414.92	\$36,787.92
	15	\$18.05	\$1,443.93	\$37,542.28
	20	\$18.42	\$1,473.92	\$38,321.80
	25	\$18.86	\$1,508.73	\$39,227.04
	30	\$19.29	\$1,543.55	\$40,132.28
	35	\$19.69	\$1,575.46	\$40,962.08
	40	\$20.09	\$1,607.38	\$41,791.88
	45	\$20.53	\$1,642.20	\$42,697.12
	50	\$20.96	\$1,677.01	\$43,602.36
20	10	\$17.84	\$1,427.49	\$37,114.81
	15	\$18.28	\$1,462.31	\$38,020.05
	20	\$18.71	\$1,497.13	\$38,925.29
	25	\$19.11	\$1,529.04	\$39,755.09
	30	\$19.51	\$1,560.96	\$40,584.89
	35	\$19.95	\$1,595.77	\$41,490.13
	40	\$20.38	\$1,630.59	\$42,395.37
	45	\$20.85	\$1,668.31	\$43,376.05
	50	\$21.33	\$1,706.03	\$44,356.73
21	10	\$18.71	\$1,497.13	\$38,925.29
	15	\$19.11	\$1,529.04	\$39,755.09
	20	\$19.51	\$1,560.96	\$40,584.89
	25	\$19.95	\$1,595.77	\$41,490.13
	30	\$20.38	\$1,630.59	\$42,395.37
	35	\$20.85	\$1,668.31	\$43,376.05
	40	\$21.33	\$1,706.03	\$44,356.73
	45	\$21.83	\$1,746.65	\$45,412.84
	50	\$22.34	\$1,787.27	\$46,468.95

Appendix B (cont.)

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Biweekly	Annual
22	10	\$19.51	\$1,560.96	\$40,584.89
	15	\$19.95	\$1,578.37	\$41,490.13
	20	\$20.39	\$1,595.77	\$42,395.37
	25	\$20.85	\$1,668.31	\$43,376.05
	30	\$21.33	\$1,706.03	\$44,356.73
	35	\$21.83	\$1,746.65	\$45,412.84
	40	\$22.34	\$1,787.27	\$46,468.95
	45	\$22.85	\$1,827.89	\$47,525.06
	50	\$23.36	\$1,868.51	\$48,581.18
23	10	\$20.20	\$1,616.08	\$42,018.19
	15	\$20.66	\$1,652.84	\$42,973.72
	20	\$21.13	\$1,690.55	\$43,954.40
	25	\$21.64	\$1,731.17	\$45,010.51
	30	\$22.14	\$1,770.83	\$46,041.48
	35	\$22.64	\$1,811.45	\$47,097.59
	40	\$23.15	\$1,852.07	\$48,153.70
	45	\$23.66	\$1,892.69	\$49,209.81
	50	\$24.15	\$1,932.34	\$50,240.78
23A	10	\$20.64	\$1,650.90	\$42,923.43
	15	\$21.13	\$1,690.55	\$43,954.40
	20	\$21.64	\$1,731.17	\$45,010.51
	25	\$22.15	\$1,771.79	\$46,066.62
	30	\$22.64	\$1,811.45	\$47,097.59
	35	\$23.17	\$1,854.00	\$48,203.99
	40	\$23.71	\$1,896.55	\$49,310.40
	45	\$24.23	\$1,938.14	\$50,391.65
	50	\$24.73	\$1,978.76	\$51,447.77
24	10	\$21.13	\$1,690.55	\$43,954.40
	15	\$21.64	\$1,731.17	\$45,010.51
	20	\$22.14	\$1,770.83	\$46,041.48
	25	\$22.64	\$1,811.45	\$47,097.59
	30	\$23.15	\$1,852.07	\$48,153.70
	35	\$23.65	\$1,891.72	\$49,184.67
	40	\$24.15	\$1,932.34	\$50,240.78
	45	\$24.72	\$1,977.79	\$51,422.62
	50	\$25.30	\$2,024.22	\$52,629.61
25	10	\$22.14	\$1,770.83	\$46,041.48
	15	\$22.64	\$1,811.45	\$47,097.59
	20	\$23.15	\$1,852.07	\$48,153.70
	25	\$23.66	\$1,892.69	\$49,209.81
	30	\$24.16	\$1,932.34	\$50,240.78
	35	\$24.73	\$1,978.76	\$51,447.77
	40	\$25.30	\$2,024.22	\$52,629.61
	45	\$25.92	\$2,073.54	\$53,912.03
	50	\$26.54	\$2,122.86	\$55,194.45

Appendix B (cont.)

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Biweekly	Annual
25A	10	\$22.64	\$1,811.45	\$47,097.59
	15	\$23.17	\$1,854.00	\$48,203.99
	20	\$23.71	\$1,896.55	\$49,310.40
	25	\$24.23	\$1,938.14	\$50,391.65
	30	\$24.72	\$1,977.79	\$51,422.62
	35	\$25.33	\$2,026.15	\$52,679.90
	40	\$25.91	\$2,072.57	\$53,886.88
	45	\$26.54	\$2,122.86	\$55,194.45
	50	\$27.16	\$2,173.15	\$56,502.02
26	10	\$23.15	\$1,852.07	\$48,153.70
	15	\$23.66	\$1,892.69	\$49,209.81
	20	\$24.15	\$1,932.34	\$50,240.78
	25	\$24.73	\$1,978.76	\$51,447.77
	30	\$25.30	\$2,024.22	\$52,629.61
	35	\$25.92	\$2,073.54	\$53,912.03
	40	\$26.54	\$2,122.86	\$55,194.45
	45	\$27.10	\$2,168.80	\$56,388.86
	50	\$27.68	\$2,214.74	\$57,583.28
27	10	\$24.15	\$1,932.34	\$50,240.78
	15	\$24.73	\$1,978.76	\$51,447.77
	20	\$25.30	\$2,024.22	\$52,629.61
	25	\$25.92	\$2,073.54	\$53,912.03
	30	\$26.54	\$2,122.86	\$55,194.45
	35	\$27.10	\$2,168.32	\$56,376.29
	40	\$27.68	\$2,214.74	\$57,583.28
	45	\$28.32	\$2,266.00	\$58,915.99
	50	\$28.98	\$2,318.22	\$60,273.85
27A	10	\$24.69	\$1,974.89	\$51,347.18
	15	\$25.28	\$2,022.28	\$52,579.32
	20	\$25.87	\$2,069.67	\$53,811.45
	25	\$26.44	\$2,115.13	\$54,993.29
	30	\$27.00	\$2,159.61	\$56,149.98
	35	\$27.64	\$2,210.87	\$57,482.69
	40	\$28.26	\$2,261.16	\$58,790.26
	45	\$28.97	\$2,317.26	\$60,248.70
	50	\$29.67	\$2,373.35	\$61,707.14
28	10	\$25.30	\$2,024.22	\$52,629.61
	15	\$25.92	\$2,073.54	\$53,912.03
	20	\$26.54	\$2,122.86	\$55,194.45
	25	\$27.10	\$2,168.32	\$56,376.29
	30	\$27.68	\$2,214.74	\$57,583.28
	35	\$28.32	\$2,266.00	\$58,915.99
	40	\$28.98	\$2,318.22	\$60,273.85
	45	\$29.64	\$2,371.42	\$61,656.85
	50	\$30.31	\$2,424.61	\$63,039.86

Appendix B (cont.)

Effective June 19, 2006 – June 17, 2007				
Range	Step	Hourly	Biweekly	Annual
29	10	\$26.54	\$2,122.86	\$55,194.45
	15	\$27.11	\$2,168.80	\$56,388.86
	20	\$27.68	\$2,214.74	\$57,583.28
	25	\$28.33	\$2,266.48	\$58,928.56
	30	\$28.98	\$2,318.22	\$60,273.85
	35	\$29.64	\$2,371.42	\$61,656.85
	40	\$30.31	\$2,424.61	\$63,039.86
	45	\$31.00	\$2,480.38	\$64,489.77
	50	\$31.70	\$2,536.14	\$65,939.69

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
06	10	\$10.17	\$813.83	\$21,159.65
	15	\$10.40	\$831.81	\$21,626.98
	20	\$10.62	\$849.78	\$22,094.31
	25	\$10.85	\$867.76	\$22,561.64
	30	\$11.07	\$885.73	\$23,028.97
	35	\$11.33	\$906.70	\$23,574.19
	40	\$11.60	\$927.67	\$24,119.41
	45	\$11.82	\$945.64	\$24,586.74
	50	\$12.05	\$963.62	\$25,054.07
12	10	\$13.09	\$1,047.50	\$27,234.94
	15	\$13.36	\$1,068.47	\$27,780.16
	20	\$13.62	\$1,089.44	\$28,325.38
	25	\$13.92	\$1,113.40	\$28,948.48
	30	\$14.22	\$1,137.37	\$29,571.59
	35	\$14.52	\$1,161.33	\$30,194.70
	40	\$14.82	\$1,185.30	\$30,817.80
	45	\$15.19	\$1,215.26	\$31,596.69
	50	\$15.57	\$1,245.21	\$32,375.57
13	10	\$13.62	\$1,089.44	\$28,325.38
	15	\$13.92	\$1,113.40	\$28,948.48
	20	\$14.22	\$1,137.37	\$29,571.59
	25	\$14.52	\$1,161.33	\$30,194.70
	30	\$14.82	\$1,185.30	\$30,817.80
	35	\$15.19	\$1,215.26	\$31,596.69
	40	\$15.57	\$1,245.21	\$32,375.57
	45	\$15.90	\$1,272.18	\$33,076.56
	50	\$16.24	\$1,299.14	\$33,777.56
14	10	\$14.22	\$1,137.37	\$29,571.59
	15	\$14.52	\$1,161.33	\$30,194.70
	20	\$14.82	\$1,185.30	\$30,817.80
	25	\$15.19	\$1,215.26	\$31,596.69
	30	\$15.57	\$1,245.21	\$32,375.57
	35	\$15.90	\$1,272.18	\$33,076.56
	40	\$16.24	\$1,299.14	\$33,777.56
	45	\$16.58	\$1,326.10	\$34,478.55
	50	\$16.93	\$1,354.06	\$35,205.51
15	10	\$14.82	\$1,185.30	\$30,817.80
	15	\$15.19	\$1,215.26	\$31,596.69
	20	\$15.57	\$1,245.21	\$32,375.57
	25	\$15.90	\$1,272.18	\$33,076.56
	30	\$16.24	\$1,299.14	\$33,777.56
	35	\$16.58	\$1,326.10	\$34,478.55
	40	\$16.93	\$1,354.06	\$35,205.51
	45	\$17.30	\$1,384.02	\$35,984.39
	50	\$17.67	\$1,413.97	\$36,763.28

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
16	10	\$15.57	\$1,245.21	\$32,375.57
	15	\$15.90	\$1,272.18	\$33,076.56
	20	\$16.24	\$1,299.14	\$33,777.56
	25	\$16.58	\$1,326.10	\$34,478.55
	30	\$16.93	\$1,354.06	\$35,205.51
	35	\$17.30	\$1,384.02	\$35,984.39
	40	\$17.67	\$1,413.97	\$36,763.28
	45	\$18.05	\$1,443.93	\$37,542.16
	50	\$18.42	\$1,473.89	\$38,321.04
16A	10	\$15.86	\$1,269.18	\$32,998.68
	15	\$16.20	\$1,296.14	\$33,699.67
	20	\$16.55	\$1,324.10	\$34,426.63
	25	\$16.93	\$1,354.06	\$35,205.51
	30	\$17.30	\$1,384.02	\$35,984.39
	35	\$17.67	\$1,413.97	\$36,763.28
	40	\$18.05	\$1,443.93	\$37,542.16
	45	\$18.46	\$1,476.88	\$38,398.93
	50	\$18.87	\$1,509.83	\$39,255.70
17	10	\$16.24	\$1,299.14	\$33,777.56
	15	\$16.58	\$1,326.10	\$34,478.55
	20	\$16.93	\$1,354.06	\$35,205.51
	25	\$17.30	\$1,384.02	\$35,984.39
	30	\$17.67	\$1,413.97	\$36,763.28
	35	\$18.05	\$1,443.93	\$37,542.16
	40	\$18.42	\$1,473.89	\$38,321.04
	45	\$18.87	\$1,509.83	\$39,255.70
	50	\$19.32	\$1,545.78	\$40,190.36
18	10	\$16.93	\$1,354.06	\$35,205.51
	15	\$17.30	\$1,384.02	\$35,984.39
	20	\$17.67	\$1,413.97	\$36,763.28
	25	\$18.05	\$1,443.93	\$37,542.16
	30	\$18.42	\$1,473.89	\$38,321.04
	35	\$18.87	\$1,509.83	\$39,255.70
	40	\$19.32	\$1,545.78	\$40,190.36
	45	\$19.73	\$1,578.74	\$41,047.13
	50	\$20.15	\$1,611.69	\$41,903.90
18R	10	\$17.51	\$1,400.99	\$36,425.76
	15	\$17.89	\$1,430.95	\$37,204.64
	20	\$18.26	\$1,460.90	\$37,983.53
	25	\$18.64	\$1,490.86	\$38,762.41
	30	\$19.02	\$1,521.82	\$39,567.25
	35	\$19.47	\$1,557.77	\$40,501.91
	40	\$19.92	\$1,593.71	\$41,436.57
	45	\$20.33	\$1,626.67	\$42,293.35
	50	\$20.75	\$1,659.62	\$43,150.12

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
19	10	\$17.67	\$1,413.97	\$36,763.28
	15	\$18.05	\$1,443.93	\$37,542.16
	20	\$18.42	\$1,473.89	\$38,321.04
	25	\$18.87	\$1,509.83	\$39,255.70
	30	\$19.32	\$1,545.78	\$40,190.36
	35	\$19.73	\$1,578.74	\$41,047.13
	40	\$20.15	\$1,611.69	\$41,903.90
	45	\$20.60	\$1,647.64	\$42,838.56
	50	\$21.04	\$1,683.59	\$43,773.22
19A	10	\$18.05	\$1,443.93	\$37,542.16
	15	\$18.46	\$1,476.88	\$38,398.93
	20	\$18.87	\$1,509.83	\$39,255.70
	25	\$19.28	\$1,542.79	\$40,112.47
	30	\$19.70	\$1,575.74	\$40,969.24
	35	\$20.15	\$1,611.69	\$41,903.90
	40	\$20.60	\$1,647.64	\$42,838.56
	45	\$21.04	\$1,683.59	\$43,773.22
	50	\$21.49	\$1,719.53	\$44,707.88
19R	10	\$18.26	\$1,460.90	\$37,983.53
	15	\$18.64	\$1,490.86	\$38,762.41
	20	\$19.02	\$1,521.82	\$39,567.25
	25	\$19.47	\$1,557.77	\$40,501.91
	30	\$19.92	\$1,593.71	\$41,436.57
	35	\$20.33	\$1,626.67	\$42,293.35
	40	\$20.75	\$1,659.62	\$43,150.12
	45	\$21.19	\$1,695.57	\$44,084.78
	50	\$21.64	\$1,731.52	\$45,019.44
20	10	\$18.42	\$1,473.89	\$38,321.04
	15	\$18.87	\$1,509.83	\$39,255.70
	20	\$19.32	\$1,545.78	\$40,190.36
	25	\$19.73	\$1,578.74	\$41,047.13
	30	\$20.15	\$1,611.69	\$41,903.90
	35	\$20.60	\$1,647.64	\$42,838.56
	40	\$21.04	\$1,683.59	\$43,773.22
	45	\$21.53	\$1,722.53	\$44,785.77
	50	\$22.02	\$1,761.47	\$45,798.32
21	10	\$19.32	\$1,545.78	\$40,190.36
	15	\$19.73	\$1,578.74	\$41,047.13
	20	\$20.15	\$1,611.69	\$41,903.90
	25	\$20.60	\$1,647.64	\$42,838.56
	30	\$21.04	\$1,683.59	\$43,773.22
	35	\$21.53	\$1,722.53	\$44,785.77
	40	\$22.02	\$1,761.47	\$45,798.32
	45	\$22.54	\$1,803.41	\$46,888.75
	50	\$23.07	\$1,845.35	\$47,979.19

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
22	10	\$20.15	\$1,611.69	\$41,903.90
	15	\$20.60	\$1,629.66	\$42,838.56
	20	\$21.05	\$1,647.64	\$43,773.22
	25	\$21.53	\$1,722.53	\$44,785.77
	30	\$22.02	\$1,761.47	\$45,798.32
	35	\$22.54	\$1,803.41	\$46,888.75
	40	\$23.07	\$1,845.35	\$47,979.19
	45	\$23.59	\$1,887.29	\$49,069.63
	50	\$24.12	\$1,929.23	\$50,160.06
23	10	\$20.86	\$1,668.61	\$43,383.78
	15	\$21.33	\$1,706.55	\$44,370.37
	20	\$21.82	\$1,745.50	\$45,382.91
	25	\$22.34	\$1,787.44	\$46,473.35
	30	\$22.85	\$1,828.38	\$47,537.82
	35	\$23.38	\$1,870.32	\$48,628.26
	40	\$23.90	\$1,912.26	\$49,718.70
	45	\$24.43	\$1,954.20	\$50,809.13
	50	\$24.94	\$1,995.14	\$51,873.61
23A	10	\$21.31	\$1,704.56	\$44,318.44
	15	\$21.82	\$1,745.50	\$45,382.91
	20	\$22.34	\$1,787.44	\$46,473.35
	25	\$22.87	\$1,829.38	\$47,563.79
	30	\$23.38	\$1,870.32	\$48,628.26
	35	\$23.93	\$1,914.25	\$49,770.62
	40	\$24.48	\$1,958.19	\$50,912.98
	45	\$25.01	\$2,001.13	\$52,029.38
	50	\$25.54	\$2,043.07	\$53,119.82
24	10	\$21.82	\$1,745.50	\$45,382.91
	15	\$22.34	\$1,787.44	\$46,473.35
	20	\$22.85	\$1,828.38	\$47,537.82
	25	\$23.38	\$1,870.32	\$48,628.26
	30	\$23.90	\$1,912.26	\$49,718.70
	35	\$24.41	\$1,953.20	\$50,783.17
	40	\$24.94	\$1,995.14	\$51,873.61
	45	\$25.53	\$2,042.07	\$53,093.86
	50	\$26.13	\$2,090.00	\$54,340.07
25	10	\$22.85	\$1,828.38	\$47,537.82
	15	\$23.38	\$1,870.32	\$48,628.26
	20	\$23.90	\$1,912.26	\$49,718.70
	25	\$24.43	\$1,954.20	\$50,809.13
	30	\$24.94	\$1,995.14	\$51,873.61
	35	\$25.54	\$2,043.07	\$53,119.82
	40	\$26.13	\$2,090.00	\$54,340.07
	45	\$26.76	\$2,140.93	\$55,664.17
	50	\$27.40	\$2,191.86	\$56,988.27

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
25A	10	\$23.38	\$1,870.32	\$48,628.26
	15	\$23.93	\$1,914.25	\$49,770.62
	20	\$24.48	\$1,958.19	\$50,912.98
	25	\$25.01	\$2,001.13	\$52,029.38
	30	\$25.53	\$2,042.07	\$53,093.86
	35	\$26.15	\$2,092.00	\$54,391.99
	40	\$26.75	\$2,139.93	\$55,638.21
	45	\$27.40	\$2,191.86	\$56,988.27
	50	\$28.05	\$2,243.78	\$58,338.33
26	10	\$23.90	\$1,912.26	\$49,718.70
	15	\$24.43	\$1,954.20	\$50,809.13
	20	\$24.94	\$1,995.14	\$51,873.61
	25	\$25.54	\$2,043.07	\$53,119.82
	30	\$26.13	\$2,090.00	\$54,340.07
	35	\$26.76	\$2,140.93	\$55,664.17
	40	\$27.40	\$2,191.86	\$56,988.27
	45	\$27.98	\$2,239.29	\$58,221.50
	50	\$28.58	\$2,286.72	\$59,454.73
27	10	\$24.94	\$1,995.14	\$51,873.61
	15	\$25.54	\$2,043.07	\$53,119.82
	20	\$26.13	\$2,090.00	\$54,340.07
	25	\$26.76	\$2,140.93	\$55,664.17
	30	\$27.40	\$2,191.86	\$56,988.27
	35	\$27.98	\$2,238.79	\$58,208.52
	40	\$28.58	\$2,286.72	\$59,454.73
	45	\$29.25	\$2,339.64	\$60,830.76
	50	\$29.92	\$2,393.57	\$62,232.75
27A	10	\$25.49	\$2,039.08	\$53,015.97
	15	\$26.10	\$2,088.01	\$54,288.14
	20	\$26.71	\$2,136.94	\$55,560.32
	25	\$27.30	\$2,183.87	\$56,780.57
	30	\$27.87	\$2,229.80	\$57,974.86
	35	\$28.53	\$2,282.73	\$59,350.88
	40	\$29.18	\$2,334.65	\$60,700.95
	45	\$29.91	\$2,392.57	\$62,206.79
	50	\$30.63	\$2,450.49	\$63,712.63
28	10	\$26.13	\$2,090.00	\$54,340.07
	15	\$26.76	\$2,140.93	\$55,664.17
	20	\$27.40	\$2,191.86	\$56,988.27
	25	\$27.98	\$2,238.79	\$58,208.52
	30	\$28.58	\$2,286.72	\$59,454.73
	35	\$29.25	\$2,339.64	\$60,830.76
	40	\$29.92	\$2,393.57	\$62,232.75
	45	\$30.61	\$2,448.49	\$63,660.70
	50	\$31.29	\$2,503.41	\$65,088.65

Appendix B (cont.)

Effective June 18, 2007 – June 15, 2008				
Range	Step	Hourly	Biweekly	Annual
29	10	\$27.40	\$2,191.86	\$56,988.27
	15	\$27.99	\$2,239.29	\$58,221.50
	20	\$28.58	\$2,286.72	\$59,454.73
	25	\$29.25	\$2,340.14	\$60,843.74
	30	\$29.92	\$2,393.57	\$62,232.75
	35	\$30.61	\$2,448.49	\$63,660.70
	40	\$31.29	\$2,503.41	\$65,088.65
	45	\$32.01	\$2,560.99	\$66,585.69
	50	\$32.73	\$2,618.57	\$68,082.73

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
06	10	\$10.50	\$840.28	\$21,847.34
	15	\$10.74	\$858.84	\$22,329.86
	20	\$10.97	\$877.40	\$22,812.38
	25	\$11.20	\$895.96	\$23,294.90
	30	\$11.43	\$914.52	\$23,777.41
	35	\$11.70	\$936.17	\$24,340.35
	40	\$11.97	\$957.82	\$24,903.29
	45	\$12.20	\$976.38	\$25,385.81
	50	\$12.44	\$994.94	\$25,868.33
12	10	\$13.52	\$1,081.54	\$28,120.08
	15	\$13.79	\$1,103.19	\$28,683.01
	20	\$14.06	\$1,124.84	\$29,245.95
	25	\$14.37	\$1,149.59	\$29,889.31
	30	\$14.68	\$1,174.33	\$30,532.67
	35	\$14.99	\$1,199.08	\$31,176.02
	40	\$15.30	\$1,223.82	\$31,819.38
	45	\$15.68	\$1,254.75	\$32,623.58
	50	\$16.07	\$1,285.68	\$33,427.77
13	10	\$14.06	\$1,124.84	\$29,245.95
	15	\$14.37	\$1,149.59	\$29,889.31
	20	\$14.68	\$1,174.33	\$30,532.67
	25	\$14.99	\$1,199.08	\$31,176.02
	30	\$15.30	\$1,223.82	\$31,819.38
	35	\$15.68	\$1,254.75	\$32,623.58
	40	\$16.07	\$1,285.68	\$33,427.77
	45	\$16.42	\$1,313.52	\$34,151.55
	50	\$16.77	\$1,341.36	\$34,875.33
14	10	\$14.68	\$1,174.33	\$30,532.67
	15	\$14.99	\$1,199.08	\$31,176.02
	20	\$15.30	\$1,223.82	\$31,819.38
	25	\$15.68	\$1,254.75	\$32,623.58
	30	\$16.07	\$1,285.68	\$33,427.77
	35	\$16.42	\$1,313.52	\$34,151.55
	40	\$16.77	\$1,341.36	\$34,875.33
	45	\$17.11	\$1,369.20	\$35,599.11
	50	\$17.48	\$1,398.06	\$36,349.69
15	10	\$15.30	\$1,223.82	\$31,819.38
	15	\$15.68	\$1,254.75	\$32,623.58
	20	\$16.07	\$1,285.68	\$33,427.77
	25	\$16.42	\$1,313.52	\$34,151.55
	30	\$16.77	\$1,341.36	\$34,875.33
	35	\$17.11	\$1,369.20	\$35,599.11
	40	\$17.48	\$1,398.06	\$36,349.69
	45	\$17.86	\$1,429.00	\$37,153.89
	50	\$18.25	\$1,459.93	\$37,958.08

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
16	10	\$16.07	\$1,285.68	\$33,427.77
	15	\$16.42	\$1,313.52	\$34,151.55
	20	\$16.77	\$1,341.36	\$34,875.33
	25	\$17.11	\$1,369.20	\$35,599.11
	30	\$17.48	\$1,398.06	\$36,349.69
	35	\$17.86	\$1,429.00	\$37,153.89
	40	\$18.25	\$1,459.93	\$37,958.08
	45	\$18.64	\$1,490.86	\$38,762.28
	50	\$19.02	\$1,521.79	\$39,566.48
16A	10	\$16.38	\$1,310.43	\$34,071.13
	15	\$16.73	\$1,338.27	\$34,794.91
	20	\$17.09	\$1,367.13	\$35,545.49
	25	\$17.48	\$1,398.06	\$36,349.69
	30	\$17.86	\$1,429.00	\$37,153.89
	35	\$18.25	\$1,459.93	\$37,958.08
	40	\$18.64	\$1,490.86	\$38,762.28
	45	\$19.06	\$1,524.88	\$39,646.90
	50	\$19.49	\$1,558.90	\$40,531.51
17	10	\$16.77	\$1,341.36	\$34,875.33
	15	\$17.11	\$1,369.20	\$35,599.11
	20	\$17.48	\$1,398.06	\$36,349.69
	25	\$17.86	\$1,429.00	\$37,153.89
	30	\$18.25	\$1,459.93	\$37,958.08
	35	\$18.64	\$1,490.86	\$38,762.28
	40	\$19.02	\$1,521.79	\$39,566.48
	45	\$19.49	\$1,558.90	\$40,531.51
	50	\$19.95	\$1,596.02	\$41,496.55
18	10	\$17.48	\$1,398.06	\$36,349.69
	15	\$17.86	\$1,429.00	\$37,153.89
	20	\$18.25	\$1,459.93	\$37,958.08
	25	\$18.64	\$1,490.86	\$38,762.28
	30	\$19.02	\$1,521.79	\$39,566.48
	35	\$19.49	\$1,558.90	\$40,531.51
	40	\$19.95	\$1,596.02	\$41,496.55
	45	\$20.38	\$1,630.04	\$42,381.16
	50	\$20.80	\$1,664.07	\$43,265.78
18R	10	\$18.08	\$1,446.52	\$37,609.60
	15	\$18.47	\$1,477.45	\$38,413.79
	20	\$18.85	\$1,508.38	\$39,217.99
	25	\$19.24	\$1,539.31	\$40,022.19
	30	\$19.64	\$1,571.28	\$40,853.19
	35	\$20.10	\$1,608.39	\$41,818.23
	40	\$20.57	\$1,645.51	\$42,783.26
	45	\$20.99	\$1,679.53	\$43,667.88
	50	\$21.42	\$1,713.56	\$44,552.50

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
19	10	\$18.25	\$1,459.93	\$37,958.08
	15	\$18.64	\$1,490.86	\$38,762.28
	20	\$19.02	\$1,521.79	\$39,566.48
	25	\$19.49	\$1,558.90	\$40,531.51
	30	\$19.95	\$1,596.02	\$41,496.55
	35	\$20.38	\$1,630.04	\$42,381.16
	40	\$20.80	\$1,664.07	\$43,265.78
	45	\$21.26	\$1,701.19	\$44,230.82
	50	\$21.73	\$1,738.30	\$45,195.85
19A	10	\$18.64	\$1,490.86	\$38,762.28
	15	\$19.06	\$1,524.88	\$39,646.90
	20	\$19.49	\$1,558.90	\$40,531.51
	25	\$19.91	\$1,592.93	\$41,416.13
	30	\$20.34	\$1,626.95	\$42,300.74
	35	\$20.80	\$1,664.07	\$43,265.78
	40	\$21.26	\$1,701.19	\$44,230.82
	45	\$21.73	\$1,738.30	\$45,195.85
	50	\$22.19	\$1,775.42	\$46,160.89
19R	10	\$18.85	\$1,508.38	\$39,217.99
	15	\$19.24	\$1,539.31	\$40,022.19
	20	\$19.64	\$1,571.28	\$40,853.19
	25	\$20.10	\$1,608.39	\$41,818.23
	30	\$20.57	\$1,645.51	\$42,783.26
	35	\$20.99	\$1,679.53	\$43,667.88
	40	\$21.42	\$1,713.56	\$44,552.50
	45	\$21.88	\$1,750.67	\$45,517.53
	50	\$22.35	\$1,787.79	\$46,482.57
20	10	\$19.02	\$1,521.79	\$39,566.48
	15	\$19.49	\$1,558.90	\$40,531.51
	20	\$19.95	\$1,596.02	\$41,496.55
	25	\$20.38	\$1,630.04	\$42,381.16
	30	\$20.80	\$1,664.07	\$43,265.78
	35	\$21.26	\$1,701.19	\$44,230.82
	40	\$21.73	\$1,738.30	\$45,195.85
	45	\$22.23	\$1,778.51	\$46,241.31
	50	\$22.73	\$1,818.72	\$47,286.76
21	10	\$19.95	\$1,596.02	\$41,496.55
	15	\$20.38	\$1,630.04	\$42,381.16
	20	\$20.80	\$1,664.07	\$43,265.78
	25	\$21.26	\$1,701.19	\$44,230.82
	30	\$21.73	\$1,738.30	\$45,195.85
	35	\$22.23	\$1,778.51	\$46,241.31
	40	\$22.73	\$1,818.72	\$47,286.76
	45	\$23.28	\$1,862.02	\$48,412.64
	50	\$23.82	\$1,905.33	\$49,538.51

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
22	10	\$20.80	\$1,664.07	\$43,265.78
	15	\$21.27	\$1,682.63	\$44,230.82
	20	\$21.73	\$1,701.19	\$45,195.85
	25	\$22.23	\$1,778.51	\$46,241.31
	30	\$22.73	\$1,818.72	\$47,286.76
	35	\$23.28	\$1,862.02	\$48,412.64
	40	\$23.82	\$1,905.33	\$49,538.51
	45	\$24.36	\$1,948.63	\$50,664.39
	50	\$24.90	\$1,991.93	\$51,790.27
23	10	\$21.54	\$1,722.84	\$44,793.75
	15	\$22.03	\$1,762.02	\$45,812.40
	20	\$22.53	\$1,802.23	\$46,857.86
	25	\$23.07	\$1,845.53	\$47,983.73
	30	\$23.60	\$1,887.80	\$49,082.80
	35	\$24.14	\$1,931.10	\$50,208.68
	40	\$24.68	\$1,974.41	\$51,334.55
	45	\$25.22	\$2,017.71	\$52,460.43
	50	\$25.75	\$2,059.98	\$53,559.50
23A	10	\$22.00	\$1,759.95	\$45,758.79
	15	\$22.53	\$1,802.23	\$46,857.86
	20	\$23.07	\$1,845.53	\$47,983.73
	25	\$23.61	\$1,888.83	\$49,109.61
	30	\$24.14	\$1,931.10	\$50,208.68
	35	\$24.71	\$1,976.47	\$51,388.17
	40	\$25.27	\$2,021.83	\$52,567.66
	45	\$25.83	\$2,066.17	\$53,720.34
	50	\$26.37	\$2,109.47	\$54,846.21
24	10	\$22.53	\$1,802.23	\$46,857.86
	15	\$23.07	\$1,845.53	\$47,983.73
	20	\$23.60	\$1,887.80	\$49,082.80
	25	\$24.14	\$1,931.10	\$50,208.68
	30	\$24.68	\$1,974.41	\$51,334.55
	35	\$25.21	\$2,016.68	\$52,433.62
	40	\$25.75	\$2,059.98	\$53,559.50
	45	\$26.36	\$2,108.44	\$54,819.41
	50	\$26.97	\$2,157.93	\$56,106.12
25	10	\$23.60	\$1,887.80	\$49,082.80
	15	\$24.14	\$1,931.10	\$50,208.68
	20	\$24.68	\$1,974.41	\$51,334.55
	25	\$25.22	\$2,017.71	\$52,460.43
	30	\$25.75	\$2,059.98	\$53,559.50
	35	\$26.37	\$2,109.47	\$54,846.21
	40	\$26.97	\$2,157.93	\$56,106.12
	45	\$27.63	\$2,210.51	\$57,473.26
	50	\$28.29	\$2,263.09	\$58,840.39

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
25A	10	\$24.14	\$1,931.10	\$50,208.68
	15	\$24.71	\$1,976.47	\$51,388.17
	20	\$25.27	\$2,021.83	\$52,567.66
	25	\$25.83	\$2,066.17	\$53,720.34
	30	\$26.36	\$2,108.44	\$54,819.41
	35	\$27.00	\$2,159.99	\$56,159.73
	40	\$27.62	\$2,209.48	\$57,446.45
	45	\$28.29	\$2,263.09	\$58,840.39
	50	\$28.96	\$2,316.71	\$60,234.33
26	10	\$24.68	\$1,974.41	\$51,334.55
	15	\$25.22	\$2,017.71	\$52,460.43
	20	\$25.75	\$2,059.98	\$53,559.50
	25	\$26.37	\$2,109.47	\$54,846.21
	30	\$26.97	\$2,157.93	\$56,106.12
	35	\$27.63	\$2,210.51	\$57,473.26
	40	\$28.29	\$2,263.09	\$58,840.39
	45	\$28.89	\$2,312.07	\$60,113.70
	50	\$29.51	\$2,361.04	\$61,387.01
27	10	\$25.75	\$2,059.98	\$53,559.50
	15	\$26.37	\$2,109.47	\$54,846.21
	20	\$26.97	\$2,157.93	\$56,106.12
	25	\$27.63	\$2,210.51	\$57,473.26
	30	\$28.29	\$2,263.09	\$58,840.39
	35	\$28.89	\$2,311.55	\$60,100.30
	40	\$29.51	\$2,361.04	\$61,387.01
	45	\$30.20	\$2,415.68	\$62,807.76
	50	\$30.89	\$2,471.36	\$64,255.31
27A	10	\$26.32	\$2,105.35	\$54,738.99
	15	\$26.95	\$2,155.87	\$56,052.51
	20	\$27.58	\$2,206.39	\$57,366.03
	25	\$28.19	\$2,254.84	\$58,625.94
	30	\$28.78	\$2,302.27	\$59,859.04
	35	\$29.46	\$2,356.91	\$61,279.79
	40	\$30.13	\$2,410.53	\$62,673.73
	45	\$30.88	\$2,470.33	\$64,228.51
	50	\$31.63	\$2,530.13	\$65,783.29
28	10	\$26.97	\$2,157.93	\$56,106.12
	15	\$27.63	\$2,210.51	\$57,473.26
	20	\$28.29	\$2,263.09	\$58,840.39
	25	\$28.89	\$2,311.55	\$60,100.30
	30	\$29.51	\$2,361.04	\$61,387.01
	35	\$30.20	\$2,415.68	\$62,807.76
	40	\$30.89	\$2,471.36	\$64,255.31
	45	\$31.60	\$2,528.06	\$65,729.67
	50	\$32.31	\$2,584.77	\$67,204.03

Appendix B (cont.)

Effective June 16, 2008 – June 14, 2009				
Range	Step	Hourly	Biweekly	Annual
29	10	\$28.29	\$2,263.09	\$58,840.39
	15	\$28.90	\$2,312.07	\$60,113.70
	20	\$29.51	\$2,361.04	\$61,387.01
	25	\$30.20	\$2,416.20	\$62,821.16
	30	\$30.89	\$2,471.36	\$64,255.31
	35	\$31.60	\$2,528.06	\$65,729.67
	40	\$32.31	\$2,584.77	\$67,204.03
	45	\$33.05	\$2,644.22	\$68,749.73
	50	\$33.80	\$2,703.67	\$70,295.42

Appendix E

The following words and/or phrases used in this Agreement are defined as follows:

Demotion - The movement of an employee to either a class having a lower pay grade or to a lower step in his existing pay grade.

Employee - A person legally holding a position in the City service.

Grievance - A dispute as to the application or interpretation of any part or clause of this Agreement filed and signed by the employee(s) involved.

Permanent Full-Time Employee - An employee who has completed his designated probationary period and who occupies a permanent full-time position.

Permanent Full-Time Position - A group of duties and responsibilities requiring the full-time employment of one person for forty or more hours per week on a regular schedule throughout the year, except that the appointing authority may appoint employees to positions specifically designated as 2000 or 2040 hour-per-year positions, which positions shall be considered permanent full-time positions.

Permanent Part-Time Position - A group of duties and responsibilities requiring the part-time employment of one person in other than 2000 or 2040 hour positions for at least twenty, but less than forty, hours per week on a regular schedule throughout the year.

Probationary Employee - A newly appointed employee who has not completed his/her designated probationary period for the position he/she occupies. During such period he/she may be separated from City service without recourse to appeal.

Probationary Period - A trial period considered as an integral part of the induction process during which a new employee is required to demonstrate his/her fitness for the position prior to receiving a permanent appointment.

Promotion - Any movement of an employee from a position in one class to a position in another class having a higher maximum salary rate.

Appendix E (cont.)

Temporary Employees (Casual) - An employee who occupies a temporary or seasonal position.

Temporary Position - A group of duties and responsibilities requiring the temporary or seasonal employment of one person on either a full- or part-time basis.

Termination - A complete separation from City employment resulting from discharge, resignation, retirement or death.

Transfer - The movement of an employee from one department or division to another within the same class.

Shift Employee - Shall be defined as those employees who work in areas of seven (7) day week, twenty-four (24) hours a day operation and are assigned to mutually agreed to classifications that have alternate work days and work weeks other than Monday through Friday on a thirty (30) day schedule.

Appendix F

Overtime Clarification

Purpose

This directive has been prepared in accordance with City Council Policy and designates employee classifications eligible for and exempted from overtime pay and compensatory time off.

General

All classifications included in collective bargaining agreements or not specifically exempted by this Directive are eligible for overtime pay and compensatory time off. This directive re-categorizes certain employee job classes from *clerical and other administrative employees* to *Supervisory, Professional and Management* employees. As a result, employees in the job classes designated by City Council resolution as Supervisory, Professional and Management will be exempted for purposes of overtime pay and compensatory time.

Exception

Those individual positions and persons designated as Supervisory, Professional and Management because of the confidential nature of their work assignments are eligible for overtime pay and compensatory time off provisions.

Administrative Procedure

Each employee shall be governed by the appropriate labor agreement or rules and regulations concerning overtime compensation.

Normally, overtime rates of time and one-half shall become effective after the employee exceeds eight hours of work per day. However, when an employee's shift extends from one day into the next, the start of the work shift shall be treated as the start of a new day for timekeeping purposes and overtime rated at time and one-half shall not become effective until after eight hours of work from the beginning of the shift, provided that eight hours has elapsed since the employee was released from work from his/her preceding shift.

Appendix F (cont.)

Reporting pay shall not be counted as part of the accumulation of eight hours at straight time rates beyond which overtime rates and time and one-half apply, unless the recall is effective within eight hours of the time the employee was released from work.

Appendix G

Seven-Month Employees

Seven-month employees are temporary employees employed for a period which exceeds 120 days and is ordinarily no greater than seven months in duration. Such employees shall be appointed to job classifications contained within this contract and be compensated at the applicable wage rates in effect for their assigned classification. Seven-month employees shall not receive step increases in pay based upon their actual service.

After successfully completing one regular six (6) month probationary period, a seven-month employee will not be subject to any probationary period in subsequent seven-month appointments in the same job classification. Layoffs from and recall to seven-month positions shall be conducted based upon cumulative temporary seniority.

The following benefits shall be provided to seven-month employees:

- (1) Five days (40 hours) of vacation time for each full seven months of employment accrued at the rate of 2.67 hours per pay period. The use of such vacation may commence after completion of three months of continuous service. Any vacation hours used in advance of accrual shall be reimbursed to the City if termination of employment, for whatever reason, occurs before seven months of service is rendered.
- (2) Five days (40 hours) of sick leave earned at the rate of 2.67 hours per pay period and to be used anytime after it is accumulated.
- (3) Pay for all holidays provided for in this contract (except the birthday holiday) which occur during the seven-month period. Seven-month employees are not eligible for the birthday holiday.
- (4) Jury duty leave as provided in this contract. See Article XV, Section B.
- (5) Injury leave ("J" Time) as provided in this contract. See Article XVIII.

Exhibit 1 (cont.)

- (6) Union deductions as provided in this contract. See Article XXI, Section A.4. No other types of payroll deductions will be allowed.
- (7) Deferred compensation as provided in this contract. See Article XXIX.
- (8) Reimbursement under the shoe allowance provisions of this contract. See Article XXXI, Section B.

Exhibit 1

Exhibit - 1
City of Des Moines Health plan
CIPEC

- The Individual Calendar Year Deductible is \$250.00 per individual and \$500.00 per family.
- The Out-of-Pocket Maximums (which includes your deductible) are \$750.00 per individual or \$1,500.00 per family.
- AMOUNTS THAT DO NOT APPLY TOWARD YOUR DEDUCTIBLE OR OUT-OF-POCKET MAXIMUMS ARE ANY CO-PAYS OR PENALTY CHARGES FOR FAILURE TO COMPLY WITH COST CONTAINMENT REQUIREMENTS

<i>BENEFIT</i>	<i>PREFERRED PROVIDERS</i>	<i>OUT-OF-NETWORK PROVIDERS</i>
Hospital Inpatient Facility Pre-admission Testing	100% 100%	70/30 after deductible
Ambulance	90/10 after deductible	70/30 after deductible
Outpatient Hospital Surgical Charges Non-Surgical X-Ray & Lab	90/10 after deductible	70/30 after deductible
Emergency Care Outpatient Physician's Office	\$10 co-pay then 100%	70/30 after deductible
Hospital Outpatient	\$50 co-pay then 90/10	\$75 co-pay then 70/30
Accident Care Outpatient Physician's Office	\$10 co-pay then 100%	70/30 after deductible
Hospital Outpatient	90/10 after deductible	

Exhibit 1 (cont.)

Physician Services Office Visits Inpatient Hospital Outpatient Hospital Surgical Services	<i>\$10 co-pay then 100%</i> <i>all others 90/10 after deductible</i>	<i>70/30 after deductible</i>
Second Surgical Opinion	<i>100%</i>	<i>100%</i>
Routine Child Care Pediatric Vaccines Well Child Exams	<i>\$10 co-pay then 100%</i>	<i>70/30 after deductible</i>
Allergy Injections	<i>\$10 co-pay then 100%</i>	<i>70/30 after deductible</i>
Eye Exam & Refraction	<i>\$10 co-pay then 100%</i>	<i>70/30 after deductible</i>
Nursing Facility	<i>80% after deductible</i>	<i>80% after deductible</i>
Home Health Care	<i>80% after deductible</i>	<i>80% after deductible</i>
Hospice Care	<i>80% after deductible</i>	<i>80% after deductible</i>
Mental Health Inpatient Treatment Outpatient Hospital Calendar Year Maximum	<i>90/10 after deductible</i> <i>50% after deductible</i> <i>51 visits</i>	<i>70/30 after deductible</i> <i>50% after deductible</i> <i>51 visits</i>
Substance Abuse Inpatient Treatment Outpatient Hospital Calendar Year Maximum	<i>90/10 after deductible</i> <i>80% after deductible</i> <i>51 visits</i>	<i>70/30 after deductible</i> <i>80% after deductible</i> <i>51 visits</i>
All Other Covered Charges	<i>80% after deductible</i>	<i>80% after deductible</i>

Prescription Plan

Rtail:

\$5.00 Generic - \$15.00 Brand – 30 day supply

Mail order:

\$10.00 Generic - \$30.00 Brand – 90 day supply

Exhibit 1

DENTAL EXPENSE COVERAGE

	Deductible	Benefit Percent
Routine Oral Examinations	\$0	100%
Restorative Oral Surgery & Prosthetics	\$25	80%
Major Oral Surgery & Prosthetics	\$25	50%
Orthodontia	\$25	50%
Calendar year maximum benefit	\$1000	

For the period from January 1, 2006 through June 30, 2008, employees will be eligible to receive up to three dollars (\$3) reimbursement of the co-payment for each generic drug prescription filled during that period. This Generic Co-Pay Reimbursement Plan will be administered by the City of Des Moines in a fashion similar to the flexible Spending Account. Reimbursement eligibility is limited to a minimum of \$5 per any month. This means the requested amount submitted by an employee must total at least \$5 for a reimbursement to be made.